

# Anti-Bullying Policy

## Introduction

Staff and governors at The Blake Primary School are committed to providing a stimulating learning environment within a clear ethos of integrity, compassion, honesty and forgiveness. Respect for one another is encouraged along with an understanding of each others' needs. All staff have high expectations of outstanding behaviour and will challenge any behaviour that falls below this.

Children and parents can be assured that they will be supported when bullying is reported. Staff will seek ways to counter the effects of bullying and positive support will always be offered to children who have been bullied.

## What is bullying?

Bullying is behaviour by an individual or group that is **repeated over time** and that **intentionally** hurts another individual or group. Bullying can be -

- Physical – fighting, pushing, pinching etc.
- Verbal – name calling, teasing and taunting.
- Emotional - exclusion from a group, intimidation or extortion.
- Non-verbal - rude gestures.
- Cyber - via mobile telephones or the internet.

## How is Anti-Bullying taught and discussed in school?

All year groups follow the Family Links (Years 1, 2 and 3) and Dealing with Feelings (Years 4, 5 and 6) schemes of work for PSHE (Personal, Social and Health Education). Social and Emotional Aspects of Learning (SEAL) group units of work are also used where this will help support children with particular needs. Visits from professionals e.g. local PCSO (Police Community Support Officer) may occur to provide information and to answer queries.

Assemblies and class sessions are held throughout the year that focus on positive behaviour and anti-bullying themes. All children are helped to understand the importance of apology and the scope of the school's forgiveness. Staff support all children in helping them to modify and manage their behaviour and will ensure that there are always opportunities for reflection provided.

A school 'buddy' system is in place for EYFS and Year 6 where younger children are paired with an older 'buddy'. Other year groups are also involved in buddying from time to time.

The school has a sensory garden in operation each lunch time that is routinely manned by a specialist Teaching Assistant. Children can go to this area if they are anxious or concerned and it also provides a quieter area for children to socialise and play games.

Staff are expected to:

- ensure that all areas of the school are appropriately supervised and that any 'hidden areas' are checked regularly
- encourage positive behaviour and counter bullying through discussions, circle time and assemblies
- watch for possible early signs of bullying e.g. deterioration of work, unexplained illness, isolation, the desire to remain with adults, erratic attendance

If parents suspect bullying they should inform the class teacher as soon as possible; they should also encourage their child to talk to their class teacher.

Staff will work with parents to devise strategies that will support children. If bullying persists parents should keep a written record regarding who, what, where and when.

## **Dealing with serious bullying in school**

In order to convey to everyone concerned how seriously the school regards bullying behaviour the following guidelines should be adhered to whatever the age of child, but as appropriate to the incident. Both the child being bullied and the child who has used bullying behaviour should record the event in writing (who, what, where and when). Younger children may need help in recording the incident and an adult may need to record for them.

Staff should:

- listen carefully
- offer the victim immediate support and help
- make the unacceptable nature of the behaviour clear to the bully immediately
- record all incidents and inform the head teacher/deputy

Any bullying incidents should be reported to the headteacher/deputy who will arrange a meeting with all involved, if this is seen to be appropriate. The outcome of any meeting(s) must be recorded including a note of any injuries or damage to property, any sanctions put in place and follow up support given.

Children who have used bullying behaviour will be dealt with in accordance with the school's Positive Behaviour Policy. The parents of children involved may be contacted at any stage and will be invited to be part of any on-going discussions and strategies to support positive behaviour.

Children who have been bullied will be encouraged to:

- talk to an adult they trust
- stay where there are plenty of other children about and where an adult can easily see them
- if possible, avoid being alone in places where bullying might happen
- walk away from difficulties quickly and confidently
- walk away from any danger

Children who have been bullied will also be provided with opportunities to develop both their friendship groups and positive self-esteem.

## **Dealing with incidents outside of school**

If bullying occurs outside of school parents are asked to inform the class teacher/head teacher in order that appropriate support can be offered in school and because bullying may affect their child's performance and/or behaviour in school.

Reports should be made as soon as possible following a bullying incident outside of school. Such reports will be investigated and a record of them kept; any action that is felt appropriate will be taken in line with school policies.

## **Where bullying is serious and/or persistent**

Where bullying is serious and/or persistent the Head Teacher may decide to exclude a child responsible from school, either for a fixed term period, or permanently. In these instances, the DfE guidance relating to exclusions will be followed.